

# Comparisons of Job Characteristics

**Focus Occupation:** [Training and Development Specialists \(13-1073\)](#)

**Associated Occupation:** [Industrial-Organizational Psychologists \(19-3032\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 82

**Focus Occupation:** Training and Development Specialists (13-1073)

**Associated Occupation:** Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Personnel and Human Resources	5.6	23.1	12.8	<<	Extensive education and/or training may be required
Psychology	6.4	21.5	12.5	<<	Extensive education and/or training may be required
Education and Training	9.2	19.6	23.5	>>	Current knowledge level is likely more than sufficient
English Language	11.2	18.4	18.4	0	Current knowledge level may be sufficient
Mathematics	9.2	16.9	8.1	<<	Extensive education and/or training may be required
Sociology and Anthropology	4.1	12.9	11.5	<	Expanded education and/or training may be required
Administration and Management	8.4	11.6	14.4	>	Current knowledge level is likely sufficient
Law and Government	5.9	10.6	5.2	<<	Extensive education and/or training may be required
Communications and Media	5.3	10.5	11.7	>	Current knowledge level is likely sufficient
Therapy and Counseling	3.8	9.5	6.1	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 80

**Focus Occupation:** Training and Development Specialists (13-1073)

**Associated Occupation:** Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Critical Thinking	10.8	14.8	11.8	<	A higher skill level may be required

Writing	9.2	14.6	12.3	<	A higher skill level may be required
Judgment and Decision Making	9.4	14.1	11.2	<	A higher skill level may be required
Social Perceptiveness	9.1	13.6	12.2	<	A higher skill level may be required
Systems Evaluation	6.4	13.3	10.1	<<	Extensive development of skills in this area may be required
Complex Problem Solving	9.1	13.2	9.5	<<	Extensive development of skills in this area may be required
Management of Personnel Resources	6.9	12.4	10.0	<	A higher skill level may be required
Systems Analysis	6.5	12.3	8.7	<<	Extensive development of skills in this area may be required
Mathematics	6.2	12.0	5.3	<<	Extensive development of skills in this area may be required
Science	4.5	12.0	7.2	<<	Extensive development of skills in this area may be required
Learning Strategies	7.2	11.8	15.2	>>	Skill level is likely more than sufficient
Programming	2.2	9.4	1.8	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 95

Focus Occupation: Training and Development Specialists (13-1073)

Associated Occupation: Industrial-Organizational Psychologists (19-3032)

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	15.7	16.0	0	Current ability level may be sufficient
Oral Comprehension	12.5	15.4	14.6	0	Current ability level may be sufficient
Written Comprehension	11.0	15.4	13.7	<	Some improvement in abilities may be required
Written Expression	9.8	15.4	14.3	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.4	11.5	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	13.2	11.4	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.0	15.0	>	Current ability level is likely sufficient
Information Ordering	9.9	12.3	10.2	<	Some improvement in abilities may be required
Fluency of Ideas	7.6	11.9	10.1	<	Some improvement in abilities may be required
Originality	7.6	11.9	11.8	0	Current ability level may be sufficient
Category Flexibility	9.0	11.6	10.2	<	Some improvement in abilities may be required
Mathematical Reasoning	6.3	11.6	5.6	<<	Extensive improvement in abilities may be required
Number Facility	6.3	10.1	5.6	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 89

**Focus Occupation: Training and Development Specialists (13-1073)**  
**Associated Occupation: Industrial-Organizational Psychologists (19-3032)**

Work Activities	Exclusivity of Activity
Assess staff or applicant skill levels	84
Confer with managers, instructors, or customer representatives	99
Convert information into instructional program	38
Develop course or training objectives	42
Develop instructional materials	38
Develop training programs	85
Evaluate performance of employees or contract personnel	54
Evaluate training materials	92
Identify training needs	87
Make presentations	13
Organize training procedure manuals	99
Use interpersonal communication techniques	10
Use interviewing procedures	23
Use oral or written communication techniques	1
Use public speaking techniques	13
Write employee orientation or training materials	80

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 93

**Focus Occupation: Training and Development Specialists (13-1073)**  
**Associated Occupation: Industrial-Organizational Psychologists (19-3032)**

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Content management software	6
Data management and query software	1
Development software	4
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1

Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.